

EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

Owned, Controlled and Published by Central Labor Council of Alameda County—AFLCIO and Building and Construction Trades Council of Alameda County—AFLCIO

VOLUME XLIII NUMBER 34

OAKLAND, CALIFORNIA, FRIDAY, NOVEMBER 7, 1969

SINGLE COPIES TEN CENTS

Teamster hotel raid beaten

from the EDITOR'S CHAIR

By way of introduction

The senior Senator from California, it has been disclosed, is a man whom a great many citizens have so little information about that they don't feel qualified to judge him. A recent poll set the "who's he?" segment of the electorate at one-third.

Therefore, as a public service, I am going to tell you something about this gentleman so that you may pass judgment — bad, I hope. His name, by the way is Murphy.

You'll recall that a year or so ago, a poor man from the San Joaquin Valley sued the state of California to overturn the drastic slashes in Medical services which California's governor (he's another fellow I hope you disapprove of) had visited upon the unfortunate.

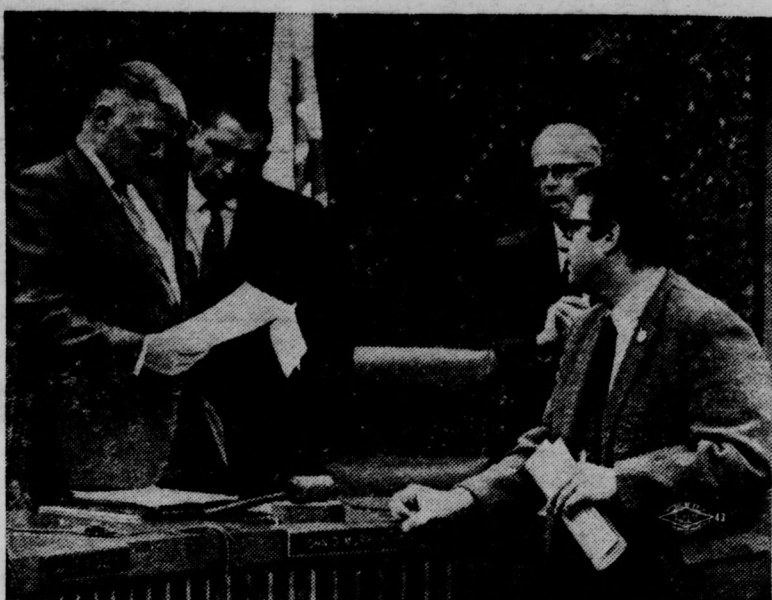
YOU MOST likely remember that the court said our man Ronald was way out of line and was violating the MediCal law when he took it upon himself to "save" taxes by cutting back on all but life-saving or critical surgery.

What you also may remember is that the man who sued did so with the help of California Rural Legal Assistance, a federally-funded poverty fighting group which furnishes legal services free to the poor. And if you've ever been in court lately you know that the poor couldn't afford to sue on their own.

Ronald made angry noises about CRLA, but nothing really happened to it and it kept right on doing such things as getting sewers for Indian reservations, correcting poor municipal services for those on the wrong (poor) side of the tracks and so on.

Its latest splash was in suing over the DDT menace, which has poisoned practically every quarter of the land and water.

NOW, ABOUT California's sen-
MORE on page 8



COURT SUMMONS is served by Dave Aroner, (right) Social Workers 535 field representative, on Chairman John D. Murphy (left) of the Alameda County Board of Supervisors to answer a \$300 claim of a welfare worker discharged without two weeks notice. Looking perturbed is Supervisor Robert Hannon, next to Murphy, and looking on is Supervisor Leland Sweeney. (Story on page 5).

Printing Specialties strike Zellerbach, win at Guardian

Members of Printing Specialties 678 were on strike this week at one South County plant while at another they won a landmark new contract.

The strike was by 140 employees of Crown Zellerbach Corporation's Flexible Packaging Division plant at San Leandro.

RESPECT LINES

Issues included the right to respect sanctioned picket lines of other unions and a union proposal for a 10 per cent across the board pay increase.

The settlement was at Guardian Packaging in Newark where 60 members of Local 678 won the 10 per cent raise asked at Zellerbach, plus a long list of other improvements. They had voted 100 per cent to strike if they did not get a satisfactory agreement.

A major demand is removal of

a previous contract provision requiring Printing Specialties members to go through other unions' picket lines or be fired.

The union wants the right to respect sanctioned picket lines. Secretary Fred Sullivan of Printing Specialties District Council 5 blamed the picket line crossing requirement on the international union, the Pressmen, and said the international had forced Printing Specialties members to cross a Zellerbach picket line two years ago.

WAGE DISPUTE

Zellerbach management has offered a 20-cent hourly raise for lowest paid, 24 cents on middle pay ranges and 35 cents on the top.

The union's 10 per cent across-the-board proposal would mean

MORE on page 6

Service Union wins, set to resume talks

Members of Service Employees 18 at 11 East Bay motels and hotels decisively defeated a Teamster raid in a series of National Labor Relations Board elections and were ready to resume their negotiations, stalled during the NLRB contest.

Local 18 received 135 votes to 69 for Teamsters 856—a nearly 2 to 1 margin — in elections held last week.

Management has agreed to set a new negotiation date when NLRB certification, expected momentarily, is received, Local 18 Secretary - Business Manager Vic Brandt said.

Negotiations for substantial increases in all contract benefits, including wages, had begun when the Teamster union filed its NLRB petition for the representational elections. Management halted negotiations when the raiding attempt was made.

Local 18 answered the Teamster pitch by comparing the Teamsters' one East Bay motel contract with Local 18's industry agreement, demonstrating that the Teamster pact contains a number of clauses inferior to those in Local 18's.

The Service Union local also continued aggressively to fight and win members' grievances.

"The big reason for the election result," Brandt said, "was the total support of unions affiliated to the Alameda County Central Labor Council, the Labor Council itself and the other members of Local 18."

Negotiations, which the Teamster move halted, were with the East Bay Hotel & Motel Employers Association.

Bay Area strike by Engineers looms at 19 hospitals

BULLETIN

In an eight-hour negotiating session Tuesday, labor and management spokesmen sought to settle Stationary Engineers 39's Bay Area hospital dispute. The conferees were to go back into session late Wednesday in San Francisco.

A strike against all or some of 19 Bay Area hospitals was a possibility this week after members of Stationary Engineers 39 turned down contract offers of two hospital associations.

Strike sanction against East Bay members of the Associated Hospitals of San Francisco and the East Bay was granted by the Alameda County Central Labor Council Monday night.

The San Francisco Labor Council had not granted sanction

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BTC Mini Job Corps plan

The Alameda County Building Trades Council this week took steps to participate in a fourth job training program for the disadvantaged and minority workers.

It authorized Fred Payne, director of its Project Upgrade, to take steps to set up a "Mini Job Corps" project which the council would sponsor.

Under a new government policy, smaller Job Corps skills projects are to be established in various areas after closing of previous Job Corps centers. The BTC sponsorship of a Mini project in Oakland would be to aid training while having a say on type and subjects of skills training.

In another major action, the BTC voted to refer to its affiliates for discussion a recommendation that BTC per capita payments be increased by 5 cents per member per month. Following local union discussion, delegates are to vote on the raise as a constitutional amendment. Council income has failed to meet costs in recent months.

Council action was reported to gain a \$340 payment to the top man on Plumbers & Gas Fitters 444's out of work list from the contracting combine of Cox, Patterson & Whipple for its use of other than plumbers to do plumbing work on an apartment project. Under the contract, the firm should have hired from the top of the union list.

New Building Trades Council contracts reported to the meeting are with George Kamp, Ed Hutka, Daniel G. Talamantes and Henry Tate. The council adjourned in memory of Lou Kovacevich, Steamfitters 342 business representative who died last Saturday.

Besides the prospective Mini Job Corps project, BTC minority job training activities with federal and foundation cooperation are Upgrade to improve skills of minority craftsmen to qualify them for journeyman status, participation in the labor-management Bay Area Construction Opportunities Program for skills training and Project Prep, training for youths in rehabilitation of homes in West Oakland.

Apprentice Council revamps applications

The California Apprenticeship Council's quarterly meeting in Oakland has set up guidelines for the state's 600 joint apprenticeship committees in drafting application forms, after the council had taken a sharp look at a number of JAC's applications.

And the council directed its secretary to write Assistant Secretary of Labor Arthur A. Fletcher to make sure he understands how apprenticeship operates in California. Fletcher addressed the meeting late last month on the Nixon administration's "Philadelphia Plan" on minority em-

ployment and training in the building trades.

The council had ordered its survey of apprenticeship applications last April and found

OFFICIAL NOTICES

Correspondents columns will be found on page 4 of this edition of the Labor Journal. Unions will find notices of important meetings called by their officers on page 6.

what it called a number of unnecessary and even illegal questions, which are now to be barred under the council's guidelines.

After Fletcher's appearance, the council consensus was that he had a wrong impression of how the state's apprenticeship program operates.

Fletcher told the council that "we should take a deep look" at apprenticeship and eliminate "invalidities." He was told by Charles F. Hanna, chief of the State Division of Apprenticeship Standards, that California joint

MORE on page 8

HOW TO BUY

This can't be 'truth in packaging'

By **SIDNEY MARGOLIUS**
Consumer Expert for
Labor Journal

Three brands of bread that all look the same size but are actually 22, 29, and 32 ounces. In dry cereals, 17 different sizes, 50 different kinds, eight different brands; 82 different prices to compare. Luncheon meats in three different size packages at 79 cents to \$1.04 a pound. Ten different sizes of toothpaste, with one manufacturer's "Giant" size the same 3 1/4 ounces as another's "Medium" and a third brand's "Large."

This is the situation today 16 months after the so-called truth-in-packaging law went into effect with the heart cut out of it by the House Commerce Committee, which eliminated the requirement for standard sizes at the behest of the food manufacturers.

This also is why New York City will now require that some of the most confusing food packages must have shelf signs showing the price per pound or quart.

The pioneering decision by New York's Consumer Commissioner, Bess Myerson Grant, has attracted the interest of other municipalities all over the country. In Washington, D.C., one of the largest chains is experimenting with unit pricing as against providing customers with little computing wheels to figure out costs per pound themselves. (The computing wheels, of course, are

difficult and time-consuming to use).

But at the same time some of the food merchants are still bitterly resisting the idea of unit pricing, with exaggerated claims of big additional costs to put up shelf stickers showing the price per pound.

The commodities which must now show the unit prices in New York City are meat and fish, whether prepackaged or packaged by the store; cereals and bread; cooking oils; carbonated soft drinks and beer; napkins, facial tissues and toilet tissue. (The paper goods must show the price per 50 units).

To see why Mrs. Grant chose these items as most in need of unit pricing, we shopped them. The results of our survey will open your eyes to some of the confusion and merchandising strategy that is costing you extra money.

MEAT AND FISH: In stores we shopped, if you buy ham or lunch meat that has been packaged by the butcher, you are told the price per pound. But not if you buy canned ham or lunch meat. Hamburger packaged by the store shows the price per pound, but not frozen beef patties. Some brands of turkey roll show the price per pound; others do not. You have to compare 2 pounds, 8 ounces for \$2.99 with 4 1/2 pounds for \$4.24, and 1 pound, 12 ounces for \$2.89.

Fresh fish shows the price per

pound. Canned and some frozen fish does not.

The lack of unit pricing can lead you into money-wasting purchases, as in the small packages of sliced cold cuts such as bologna and liverwurst. These came to 82 to \$1.04 cents a pound depending on the size package, compared to 79 cents for one-pound pieces.

There were 69 different types and sizes of canned fish in just one large supermarket. There were six sizes of tuna, five types and 12 brands—a total of 27 price comparisons, without comparison with different types and sizes of canned salmon.

You could pay anywhere from 65 cents a pound to \$1.12 for tuna. Even in the same type, such as solid pack, you could pay from 75 cents to \$1.12.

CEREALS AND BREAD: Despite elimination of fractional ounces, it still is impossible to know how much you are paying for dry cereals without computing scores of prices. Some cereals actually cost as much as \$1.55 a pound.

Many others cost 98 cents a pound, \$1.12 etc., and other incredible prices.

We found that you pay for your sugar in sugar-frosted corn flakes at the rate of 90 cents a pound compared to the unsweetened corn flakes.

In breads, as we have warned before, since the advent of "balloon" breads, you no longer can depend on the appearance of size. Moreover, the different weights of bread have appeared such as 12-ounce, 13-ounce, 14-ounce, 20-ounce, 22-ounce, etc.

SODA AND BEER: The lack of uniformity in soda and beer bottles also can fool you. Soda comes in 6 1/2, 7, 10, 12, 16, 26, 28, 29, and 32 ounce bottles.

Coke and Hire's especially like being individualists. Coke is the smallest bottle with 6 1/2 ounces, but you can't tell which gives you most for your money until you make 29 different comparisons. You have to compare eight 6 1/2-ounce bottles for 95 cents, with six 7-ounce bottles for 77 cents, including deposit, and six 10-ounce bottles for 79 cents with no deposit, etc.

Bottled and canned beer comes in five different sizes. Try to compare Piel's 12-ounce bottles at six for \$1.15, Rheingold's "pints" at six for \$1.53 with Schaefer's "half quarts" at four for 99 cents (same 16-ounces but Schaefer is more of an optimist). It's enough to make you go on the wagon.

(Copyright 1969)

Don't be rooked

"The Owl Who Gave a Hoot," a 15-minute color cartoon film, available at the Berkeley Co-op, advises low-income shoppers how to avoid being cheated and how to buy intelligently within a budget. There's no fee for its use. Simply phone the Co-op education office, 843-6784, or write the Berkeley Co-op, 1414 University Avenue, Berkeley 94702.

Tell 'em you saw it in the East Bay Labor Journal!

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YOUR MONEY'S WORTH

by Sidney Margolius

"GENERIC DRUGS"

DRUGS AND MEDICINES SOLD UNDER THEIR "GENERIC" OR COMMON NAMES USUALLY COST MUCH LESS THAN UNDER BRAND NAMES. BUT THE PHARMACIST MUST FILL THE RX WITH THE BRAND THE DOCTOR PRESCRIBES. YOU MIGHT ASK HIM IF A MORE REASONABLY-PRICED GENERIC DRUG IS AVAILABLE ESPECIALLY FOR MAINTENANCE DRUGS FOR CHRONIC CONDITIONS.



MANY UNIONS AND OTHER COMMUNITY DRUG ORGANIZATIONS NOW HAVE THEIR OWN DRUG PLANS OR ARRANGEMENTS WITH LOCAL PHARMACIES. ASK YOUR UNION ABOUT THIS.

GIVE YOUR DOLLAR MORE POWER

WHEN YOU SHOP FOR WOMEN'S AND CHILDREN'S APPAREL INSIST ON THE LABEL AT THE RIGHT. AT THE LEFT IS THE LABEL OF THE OIL, CHEMICAL AND ATOMIC WORKERS' INTERNATIONAL UNION.



What worries people the most? high prices

A Congressional Quarterly survey of Senators and Representatives discloses that they believe the rising cost of living is the dominant concern of the voters. Legislators who have been contacting their constituents say:

• Public sensitivity to inflation has heightened concern over high interest rates, government spending especially for military purposes, and tax reform.

• The war in Viet Nam remains prominent in the minds of citizens, though in terms of articulated concern it frequently appears secondary to economic-oriented issues.

• Some Members of Congress reported voters are associating mounting prices with the war and with military spending in general. Strong sentiment for

ending the war was reported all across the country.

• In addition to inflation and the war, the legislators found widespread concern over crime, campus disorder, pollution of the environment, civil rights, school desegregation in the south, welfare reform and farm prices.

But Members of Congress reported the most intense feelings generally focus around pocketbook issues.

Legislators reported considerable lack of knowledge among voters over details of the tax reform legislation but found constituents firm in the belief that some form of relief was desirable and imminent.

Price any lower

Food scientists have developed vegetable substitutes for beef, pork and poultry, including a frozen imitation turkey which has been put on the market in Ohio and, though made of vegetable protein, is reported to taste and look like and furnish the food value of real turkey. It has a plastic wishbone.

More lean meat

Danish Bacon, says Consumers Reports, costs more than American bacon but has more edible meat and is thus cheaper per usable pound because less of it disappears into fat.

Leather care is important

If you're buying real or synthetic leather garments, be sure that a tag is attached telling what care is recommended, the United States Department of Agriculture warned.

Guessing about the care of leather can be costly, and garments may be ruined if spotted, cleaned or washed the wrong way, the department pointed out.

The department's research has developed methods of tanning real leather so it is washable, but not all leather may be washed, it added. If the garment doesn't have a tag labelling it "washable," the best bet is to send it to a cleaner who has the needed leather cleaning process.

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EAST BAY LABOR JOURNAL

Owned and Published every Friday by Central Labor and Building and Construction Trades Councils of Alameda County

1622 E. 12th STREET, OAKLAND, CALIF. 94606
Job Printing . . . 261-3980
Business Office . . . 261-3981
Editor . . . 261-3982
Advertising . . . 261-3983
261-3984

Second-Class postage paid at Oakland, California.
Subscription Rates — One year \$4.00; Single Copies 10 cents. Special Rates to Unions Subscribing in a body.

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POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES, FORM 3579, TO 1622 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.

Getting Your Money's Worth

Serious music listeners usually prefer FM, with its higher fidelity signal and natural rejection of static. It follows, then, that to make the best use of the signal on FM, a radio must produce high-quality sound.

But image rejection, selectivity, sensitivity and front-end overload—all of these are important terms to know when you're shopping for an FM radio, advises Consumer Reports.

HERE'S WHAT those terms mean:

Image rejection is the ability of a radio to reject interference from outside the FM band. That quality may be of particular importance if you live near an airport or one of the many aeronautical navigation transmitting stations scattered around the country. A radio with poor image rejection may let a pilot calling in for landing clearance blast in over your Mozart concerto.

Selectivity relates to the radio's ability to separate stations when they are close together on the dial.

Selectivity relates to a station's ability to pick up weak stations with a minimum of background noise. Good sensitivity

is important if you live 40 or 50 miles from the radio stations.

Front-end overload is a problem than can vary with location. If a set without good resistance to front-end overload receives a very strong signal from a nearby station, the signal may appear several places on the dial. Such multiple tuning might also happen with a strong signal due to a high-gain antenna.

YOU SHOULD know too, that your set's performance will vary greatly depending on whether you rely on the relatively weak signal from the built-in FM linecord antenna that comes in many sets or whether you use an external antenna, and on which kind of external antenna you use.

Since any of these problems may affect your listening pleasure, you might ask the store to let you have exchange privileges if the radio doesn't measure up once you get it home.

Finally, advises Consumer Reports, at least try out in the store for several minutes the set you plan to buy: "Two of ours didn't work at all and a third quit after about 30 seconds."

BOOST THE LABEL

BUY UNION LABEL PRODUCTS ONLY

When making purchases, always ask for the union label. If building a home or repairing one, see that the men doing the plumbing or steamfitting work, painting, etc., belong to the union. Ask to see their Card. Boost the union emblem and help yourself.

PATRONIZE
UNION STORES
DEMAND
A UNION CLERK



Please, Mr. Conrad, just be serious for about a moment

Assemblyman Charles Conrad, a Southern California wheelhorse Republican got a somewhat amazed answer to his letter to a number of labor representatives on such subjects as liberalism, conservatism and who fought against anti-union shop "right to work."

The answer was from Alameda County Central Labor Council Executive Secretary Richard K. Groulx after Conrad wrote him that:

1. Los Angeles CORE, which backs "right to work" is "supposedly a liberal organization."

2. Conrad is "classified as a conservative Republican" and others so classified including Governor Ronald Reagan and GOP Senator George Murphy, worked against "right to work" in 1958.

3. It might be good if labor representatives re-evaluated political labels.

Groulx replied:

"Do you honestly feel that I, as an elected labor representative, would feel that CORE should still be listed as a 'liberal' organization?"

"... I do NOT recall that Governor Reagan or George Murphy worked for the defeat of right to work legislation.

"Neither was elected to public office in 1958 but my recollection is that both worked openly for the Republican candidate for governor, William Knowland, whose major platform was adoption of Proposition 18 and that Governor Reagan, who has made great political hay of having once been a union representative, was strangely silent on this issue."

"Were the CORE 'right to work' stand enough to change his opinion of conservative Republicans, Groulx wrote, it would still be hard to support Conrad whose bad votes outnumbered his good ones, 172 to 55, in 10 years at Sacramento.

Murphy's record was 19 wrong and four right on 23 key votes in the AFL-CIO's 1967-68 tally, he reminded Conrad.

"We could, of course, endorse him on the basis that Eldridge Cleaver may not like unions, either," he suggested tongue in cheek.

Union has news for labor commissioner

Cleaners & Dye House Workers 3009 has set the state labor commissioner's office straight on just what kind of service the union members are getting from the office.

And it's not the kind of service implied in the nearly year-old agreement by Governor Reagan's then Labor Commissioner William C. Hern to end his refusal to process union members' wage claims, Business Representative Russell R. Crowell indicated.

Crowell, president of the Alameda County Central Labor Council, told the council October 20 that the state has not prosecuted one straight wage claim for a Local 3009 member in more than two years.

The Labor Journal's account of Crowell's charge inspired Assistant Labor Commissioner Albert J. Reyff to write Crowell. Reyff declared that in the year ending in September, five Local 3009 cases were closed when full payment was made, one is pending, three "clearly came under the grievance procedure" and were referred to the union, one case was dismissed for lack of requested information and two were settled by Local 3009.

Not so, Crowell replied. Only

one case has been settled by payment, he told Reyff.

The three cases which Reyff admitted were sent back to the union "were outright cases of failure to pay wages and/or benefits" and should not validly have been sent to grievance procedure, Crowell wrote.

The decision to refer them, he charged, "was arbitrarily made in each case by your deputy labor commissioners without a hearing, and without consulting the union or the claimant in any manner."

Crowell noted that "the case you refer to as pending... was set for hearing only after weeks of delay and inquiry from our office as to its disposition."

Reyff told Crowell that Senior Deputy Labor Commissioner John Fogerty had asked Crowell to meet him on one of the cases and added, "I hope you will avail yourself of Mr. Fogerty's willingness to sit down and discuss these issues."

"Let me inform you," Crowell wrote, "that I did meet with Mr. Fogerty on this case on Monday, October 20th, nine days before you wrote your letter."

Earlier, Fogerty had ruled that the individual involved was "not

covered by the collective bargaining agreement and no additional wages were due," Crowell recounted.

A further objection by Crowell to labor commissioner procedure was "the apparent assumption... that the only function of this office is to seek a criminal complaint..."

Chance to register as voter Sunday

Alameda County residents who are not registered to vote get a chance to register next Sunday morning, November 9, at tables to be set up by the Mexican American Political Association in four Oakland Fruitvale District churches.

Registration booths will be manned from 8:30 a.m. to noon November 9, at St. Elizabeth's church, 1500 Thirty-Fourth Avenue; St. Bernard's, 1600 Sixty-Second Avenue; St. Jarlath's, Fruitvale and Pleasant; and Mary Help of Christians church, 2611 East 9th Street.

Labor unites to support GE strikers; 147,000 out

General Electric's "take it or leave it" approach to collective bargaining, which forced the nationwide GE strike last week, drew united labor support behind 147,000 strikers this week.

Members of 13 unions walked out coast-to-coast after GE spurned a union offer to submit the contract to binding arbitration and avoid a walkout. Wages were a major issue but others included protection against arbitrary pay cuts and dismissals.

Just two days after the picket lines went up the U.S. court of appeals in New York upheld an old unfair labor practices charge against GE and held that it had violated the law by its same "take it or leave it" attitude in 1960 negotiations.

And the firm, the nation's fourth largest industrial corporation, was openly calling for picket-line crossers, announcing in newspaper ads and broadcasts that its 280 plants in 33 states would be open for any employee who wants to return.

Contract negotiations, meanwhile, were resumed but after 90 minutes talk union spokesmen came out and indicated that the company seemed bent on its old practices. Two unions have filed new unfair practices charges

over GE's stance in this year's talks.

AFL-CIO President George Meany launched a drive to raise a multi-million dollar war chest for the strikers. The AFL-CIO executive council called on the entire labor movement to rally behind them and announced:

"We intend to help the GE strikers win. GE's management, stockholders and customers should heed this warning:

"The only thing that will end the strike against GE is a decent, honorable, realistic settlement."

GE's plants were closed tight practically everywhere despite the company's push for strike-breakers. Affected plants include four in Oakland with some 400 on strike.

Largest union in the coalition is the AFL-CIO International Union of Electrical Workers, with 85,000 members. Also on strike are the Machinists, Allied Industrial Workers, International Brotherhood of Electrical Workers, Sheet Metal Workers, American Federation of Technical Engineers, Steelworkers, Carpenters, Plumbers, American Flint Glass Workers, United Auto Workers, United Electrical Workers and Teamsters. All but the last three are AFL-CIO affiliates.

Henning returns as research chief for Labor Federation

John F. Henning returned to work this week for the AFL-CIO California Labor Federation after 10 years in state and federal posts, most recently as U.S. ambassador to New Zealand.

Secretary-Treasurer Thomas L. Pitts of the Federation announced appointment of the 53-year-old former diplomat as his administrative assistant and director of research for the federation.

As research director, the gray-haired six-footer is returning to a post he held for 10 years until former Governor Edmund G. Brown appointed him state industrial relations director in 1959.

Henning was assistant secre-

tary of labor from 1962 to 1967 under Kennedy and Johnson, and ambassador to New Zealand from 1967 until his resignation early this year after Nixon's inauguration.

"The federation is delighted to have a man of Jack Henning's stature rejoin the State AFL-CIO," Pitts said. "As most California trade unionists know, Mr. Henning brings a wealth of experience and expertise and has always been an outspoken champion of workers' rights."

Said Henning: "The federation is deeply involved in the economic, social and political affairs of California, and that's where I want to be."

How quality conscious are you when it comes to whiskey?

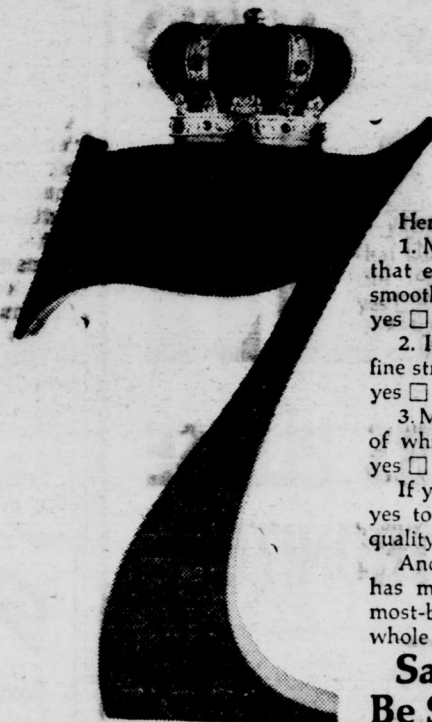


\$519

4/5 Qt.

\$167

1/2 Pint



Here's the check list.

1. My brand never varies. I know that each bottle will taste just as smooth and pleasing as the last one.
yes ☐ no ☐

2. It mixes well. But it also tastes fine straight. Or on the rocks.
yes ☐ no ☐

3. My friends enjoy it. It's the kind of whiskey I can serve with pride.
yes ☐ no ☐

If you've answered an unqualified yes to all these questions, you're a quality-conscious buyer.

And probably another person who has made Seagram's 7 Crown the most-bought brand of whiskey in the whole wide world.

Say Seagram's and Be Sure.

Seagram Distillers Company, New York City. Blended Whiskey. 86 Proof. 65% Grain Neutral Spirits.

Chips and Chatter

BY GUNNAR (BENNY) BENONYS

Brother Dave Porter just dropped in to the office from Hawaii. He has been working 40 to 60 hours a week on various projects. They are building "like crazy" over there. All kinds of work. Present scale is \$5.45 per hour plus fringes, slightly less than ours in this area. Cost of living is high. If you go over there, you must have at least a couple of hundred bucks to tide yourself over until you've settled.

The recently announced addition to the Presidential order concerning fair practices in the Building Trades unions and contract compliance is of such import that the General President, M. A. Hutcheson has called a meeting of top level District Council representatives to review these changes as they may apply to the carpenters and their contractors.

Wanted: Construction Supervisor: by United California Bank, 405 Montgomery Street, 5th floor, San Francisco, California.

Construction Superintendent wanted for high rise class A project. Apply to Boise-Cascade Construction, 500 West Ocean Blvd., Long Beach, Ca. 9082.

Wanted: Heavy Construction Superintendent, Bay Area; call 881-9435.

Uncle Benny said, "Boy, am I tired! I've been running around all day trying to get something for my wife." Carpenter Pete quickly commented, "Well, did you get any offers?"

L'il GeeGee, our office vamp, says platonic friendship is the relationship some women accept with men when they'd rather knot.

Cousin Al said, Then there was the cross-eyed discus thrower: he didn't set any records, but he sure kept the crowd alert!

Labor's drive to achieve tax justice in 1969 is in serious jeopardy. An army of special interest lobbyists have descended, like a plague of locusts, on the Senate. They, of course are intent on preserving existing tax loopholes and carving out new ones, all at the expense of the other taxpayers, meaning you and me.

If you really and truly are concerned about the present unfair tax set up, write to your Congressman and Senator. They need to know how you feel about this and they especially need your support to combat the inroads of these powerful groups of well-heeled lobbyists. Your very bread and butter is involved.

Will you please help by writing a letter or have your wife do so?

With winter coming on rapidly, our out of work list is slowly rising. Fortunately, there are several job calls each morning, mostly in the concrete, commercial line. Be sure to come in and get on the list the very next day, if you are laid off.

See you at Your next union meeting, Brother?

Watchmakers 101

BY GEORGE F. ALLEN

We do not know whether to call this column a "Family Report" or "Members on the Move"—you name it.

Villy Jensen left Milens San Francisco store and is now working for Crescent Jewelers in San Francisco. Glenn Smith left Behrend Jewelers and is also working for Crescent Jewelers in San Francisco.

Shingo Umene again left Milens Richmond store to return to Milens San Francisco store, which pleased him greatly. Wesley Kaiser replaced Shingo Umene in Milens Richmond store. Brother Kaiser is a former member who returned to the union.

We have a new member by the name of Jack Landers working at Milens Southland store. He replaced Don Patterson who returned to College.

Jay Stansell left Davidson & Licht Jewelers in Oakland, to work for Sam Bloch Jewelers in Hayward. He replaced Alvin Shain who left the industry. Victor Emanuel left Kessinger Jewelers in Redwood City and replaced Jay Stansell in Davidson & Licht in Oakland.

Eugene Ehrlich left A. Hirsh & Son in San Jose to establish himself with Ainsley Edmunds in a Trade Shop in Los Gatos. Joe Kirkeby, another member who returned to the union, replaced Gene at A. Hirsh & Son in San Jose.

Hovig Joussefian, a new member of the union, is working for Gensler Lee in their San Francisco store. Gensler Lee has added an additional watchmaker to their staff, therefore no one is replaced.

W. W. Richardson, owner of the Gemco Watch Repair Concession in San Jose, sold out to Donald J. Geleta who previously owned a small jewelry store. Brother Richardson is now doing Trade Work. The new owner of the Gemco Watch Repair Concession is now also a member of the union.

Steel Machinists 1304

BY DAVE ARCA

Hi. Liberty and Justice isn't for all. Take Justice. A Parish Priest participated in demonstrations protesting cutbacks in welfare to the Poor. He was incarcerated without bail.

A Superior Court Judge stabbed his wife in the back with a nine-inch knife. He was released upon his own recognizance.

Considered the assessment of law enforcement upon these two. An attempt to aid Poor People, resulted in jail without bail. The attempt to commit murder resulted in freedom for the Judge. Seems sordidly discriminatory somehow.

The Judge cutup was appointed to the Bench in 1967 by Ronald Reagan. This Jurist resorts to violence in domestic quarrels. How can he be expected to keep his cool when adjudicating cases involving social upheaval? Does not seem likely.

Even Juries aren't exempt.

A six year old child became deaf from excessive doses of a drug prescribed by a Doctor. The Drug Firm neglected to issue proper instructions concerning infants. A Jury found the Drug Firm innocent. But, what of the Child? She's now condemned to a life without hearing. Shame on Justice. To Blindness; add Deafness and corruption.

Liberty and Justice for all? Not if you can't afford it. Seems sordid. Somehow. Doesn't it to you? Okay.

AFSCME 371 'Info'

BY NAT DICKERSON

Several times in the past, the writer has made mention of the many characters described as "having something to prove;" abuses are sometimes imposed upon other workers because of them.

By the very nature of life, men were not cast in the same mold.

At the Berkeley campus, there are many custodians who have in the past made great contributions to work programs, but who now from reasons of age, ill health or both, are not able to keep pace with the innovatively stepped up methods and programs.

Should it be allowed, for them to be exploited by the "Johnnie-come-latelies," or, in effect, told to "go get lost?"

In most phases of American life faithfulness, loyalty and dedicated service are not paid off in this manner; if stature and integrity are not to be found on the administrative level of a great university, where will one find them?

Exploitation by the Administration of the first mentioned "characters" has now become the official means, to set up a vicious competitive system, among custodians.

We tend to feel that every "sweatshop" system of the past was essentially established in this manner.

Another aspect of the matter is the negotiated formula, supposedly used to define A and B, or I and II, Foremen, sometimes called Leadmen; we found a copy of a rough draft dated November 1, 1966, but should like to have a copy of the final draft, if possible.

Goodman's

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Although the duties of a foreman, in that agreement were quite extensive, they have since been extended to make him a sort of Super Custodian, with tremendous amounts of energy expended in pounding floors, taking up the slack caused by short-handed crews, and many other displays of superhuman strength and stamina.

Chief Stewart Murphy has asked me to urge minority members and others to apply for class instruction in the University Leadership Program, as noted in last week's Labor Journal; the item is on page one.

The writer, himself, was attracted by this article, but feels that present commitments, problems of age, health, all conspire against participation.

We should have liked to join in this great effort, if for no other reason than meeting again with an old friend, Norm Amundsen, a former impromptu Business Agent of the Local and official of the Central Labor Council.

Illnesses and injuries yet seem to plague the custodians, as most persons of last week's announcement are still incapacitated and off from work. Our President, Mack Scalzo, has especially been hit hard, seemingly ever since he was run over by the fleeing plainclothes policeman, during the well-remembered demonstrations.

Ironworkers 378

BY DICK ZAMPA

The work picture remains the same, with no change expected in the future.

At our next regular membership meeting, which will be held Friday, November 14, one of the subjects to be discussed will be a defense Strike Fund for any contingency regarding our negotiations next year. Also anyone wishing to submit change or additions to our working agreement should do so in writing, and submit their suggestions to any of the Local Officers, or to the Business office.

We regret to announce the deaths of the following Brothers: HAROLD LITTLE, HOWARD BERRY, LUIS CARDENAS, FORREST BUSBY, and WALTER JORGENSEN. We extend our deepest sympathy to their family and friends.

The following is a list of sick or injured members MEL KEPPEL, FRANK BANKS, AL WRIGHT, JERRY DAVIS, EARL BALDWIN, JACK KOZYN, LUTHER BALDRIGE, LAWRENCE FOSTER, DAN PAIZ SR., NICK NEWTON, BOB McEUEEN, MARTIN EDWARDS, CHARLIE BURGESS, AL BERGER and BILL CAMPBELL.

CHARLIE BURROUS is in Doctor's Hospital, off 14th Street in San Leandro, and is in need of blood donors. Anyone able to help may phone the Blood Bank at 654-2924 to make an appointment.

9,500 L.A. County workers vote for union

Two Service Employees local unions have been chosen as collective bargaining representatives by 9,500 Los Angeles County employees in elections conducted by the county's Employee Relations Commission.

Local 434 was named representative of 8,500 employees in hospitals and in food, laundry, pharmacy and other services. Local 601 was chosen by some 2,000 employees of the county building service department.

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PIANO. 41-inches high. Sacrifice, owner moving. Terms or cash. Phone adjustor 408-294-7052, San Jose, Calif.

Three Bookbinder unions combine in single Bay local

Three Bay Area local unions have combined into a single local of the International Brotherhood of Bookbinders, with 2,250 members.

The new four-county union took the name of Bookbinders and Bindery Workers Union Local 3.

Involved in the merger were Locals 31-125 in San Francisco and Oakland with 2,000 members, 3 in San Jose with 200 and 21 in Palo Alto with 50.

Officers of Local 31-125 will be in charge of the new union pending elections by the combined organization, scheduled for early December. Nominations are underway by regions.

Secretary Albert W. Mattson said that the merger would give all unionized bookbinders in the Bay Area the benefit of the three fulltime officers of the largest of the old locals.

Local 3 has been a traveling designation among the bookbinders. Originally it was for those at Stanford. Then it was switched to San Jose. And now it covers the unionists in Alameda, San Francisco, San Mateo and Santa Clara Counties.

Mills College culinary staff to vote on union

Culinary workers at Mills college, who union officials say are working under wages and conditions "30 years behind the times," will vote in a union representative election next Tuesday, November 11.

Forty-six people employed in four dining rooms on the campus are eligible to vote in the election supervised by the state Conciliation Service.

Union spokesmen said the vast majority belong to Culinary Workers 31, Cooks 228 or Bakers 119. Their choice will be between representation by the three unions or no union.

"Their pay is \$5 to \$7 a day off scale," said Jack Faber, president of Cooks 228. "They work 8½ hours a day, split shifts. They are so damned far behind it is like working in a penal institution."

The representation election was agreed upon after weeks of discussion between the unions and United Employers and Mills College, which refused to agree to recognition by card check.

Frank Romero, Cannery union aide, to be honored

Frank Romero Jr., retiring as secretary-treasurer of Teamster Cannery Workers 750, will be honored for some 30 years of service in the labor movement at a testimonial dinner tomorrow night, Saturday, November 8.

Dinner at 8 p.m. at the Blue Dolphin in San Leandro will be preceded by a no-host cocktail party.

The affair follows by 24 hours installation of Fred Sanchez as secretary-treasurer to succeed Romero, who is retiring at 65. Romero was business agent of the local for 25 years before being elevated to secretary-treasurer in 1965.

Most secretaries of locals in the California Cannery Council were expected at the dinner.

Tell 'em you saw it in the East Bay Labor Journal!

LONGS DRUG STORES

UNFAIR

UNION MEMBERS PLEASE DO NOT PATRONIZE

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LOCAL 870

County union goes right to the top

Social Workers 535 went right to the top last week when a union representative walked into a board of supervisors meeting and handed the board chairman a court summons in the wage claim of a member who was fired without the prescribed two weeks notice.

The summons, which Local 535 Field Representative Dave Aroner handed to Board Chairman John D. Murphy, directed the county to appear at 2 p.m. next Thursday in small claims court in the suit of Louise M. Penery. **THE MAXIMUM**

Mrs. Penery sued for the small claims maximum of \$300 to rectify what Aroner said was county Welfare Department disregard of its own evaluation procedures and its personnel policy manual. Mrs. Penery had previously at-

tained permanent status in the department but had resigned and returned for a new probationary employment period in the Fremont office.

Trouble started last summer when her supervisor took issue with her casework. She wrote a rebuttal and insisted that it be attached to her work evaluation, which at that point was over-all satisfactory.

Then, Aroner said, her evaluation was changed to over-all unsatisfactory without explanation, and administrators began referring to her evaluation as "terminal."

Mrs. Penery responded by making three requests for transfer, all denied. The "terminal evaluation" took place September 25 when she was rated unsatis-

factory in casework, unable to accept supervision, a point mentioned to her just nine days before, and for insufficient home call volume. The latter point had never been raised as a problem before, said Aroner.

ONE WEEK

Chief Assistant Welfare Director Harold Davis rejected her appeal, his ruling was upheld by Welfare Director Hrayr Terzian and she was then fired with only one week's notice, the union recounted. The county personnel manual, however, guarantees two weeks.

This, said Aroner, means either that her "evaluation process was incredibly bungled or Mrs. Penery is being punished for her insistence on attaching a rebuttal to her evaluation."

County rejects union protest on welfare building

Over protests of Social Workers 535, the Alameda County Welfare Department moved 160 welfare workers Monday into a factory-type building in a dilapidated industrial area of West Oakland.

The needy aged, disabled and blind, and foster homes are to be served from the quarters at 299 Adeline Street. The structure was leased to relieve overcrowding at the main office at 401 Broadway, which was so bad the Fire Department called it a "serious hazard to life."

Lack of public transportation and heavy truck traffic in the area of the Adeline building will pose new hazards for those to be served there, said David C. Aroner, Social Workers field representative.

Welfare Director Hrayr Terzian brushed aside Social Workers protests and the board of supervisors refused a union request for a public hearing on adequacy of the building.

The makeshift structure will only partially relieve overcrowding at the main office, Aroner said.

Strike sanction asked; KDIA settles

As strike sanction was being asked, radio station KDIA agreed to a new three year contract providing \$75 a week in pay increases for its engineers, announcers and newsmen.

The contract with Radio-TV & Appliance Technicians 202 of the International Brotherhood of Electrical Workers calls for a \$45 a week increase retroactive to July 1, 15 in the second year and another \$15 in the third.

Martin Luther King Day was added to the holidays, with provision for the first time of paid holidays when not worked and 2½ times pay if worked.

The union said the contract contains 25 improvements for the 12 covered employees of the Oakland station.

Scharrenberg, Calif. labor pioneer, dies at 92

Paul Scharrenberg, who battled for unionism against big odds more than 60 years ago and was a force in organized labor throughout a long career, died last week at 92.

He was secretary-treasurer of the old AFL California State Federation of Labor for 27 years, from 1909 to 1936, and was California Director of Industrial Relations for 12 years, 1943 to 1955, under Governors Earl Warren and Goodwin J. Knight.

Born in Germany in 1877 — when white Americans and Indians were still warring in the American West—he came to New York as a boy and was a youthful seaman aboard the square-rigged vessel New York when she was wrecked on the rocks off Half Moon Bay in 1898.

He swam ashore and continued to ship out from San Francisco

while rising to leadership in the old American Seaman's Union.

He was an advisor to President Franklin D. Roosevelt from 1937 to 1943 and also was an AFL legislative representative in Washington until his Industrial Relations appointment by Warren.

He held these other positions: member of the federal Commission on Conciliation during World War I, member of President Woodrow Wilson's Conference on Industrial Relations, advisor to the New Deal's National Recovery Administration shipping board section, U.S. labor delegate to International Labor Conference in Geneva in 1936 and member of the Advisory Committee of the U.S. Public Health Service Division of Occupational Health.

A memorable statement by Scharrenberg was to the conser-

vative Commonwealth Club in 1916, when wealthy members of the club were pushing hard to wreck unions.

Unions, he told the club are the working man's "means to enforce a decent regard for his needs as a man who possesses not only hands to work and a stomach to fill, but also a heart to hope and a soul to save."

Scharrenberg was a member of the Sailors Union of the Pacific, Masons, Elks and later, even the Commonwealth Club. He died at Cupertino convalescent home and was entombed at Cypress Lawn, Colma, after private services. Survivors are a daughter, Mrs. William R. Lawson of Menlo Park, two grandchildren, Paula Groom and William R. Lawson Jr. and three great grandchildren.

Labor joins in Bay Crusade progress meetings

Labor joined in recognition of 70 Alameda county firms and their union employees who were among the first to complete successful campaigns in the United Bay Area Crusade.

A final report meeting and awards luncheon of the United Crusade will be held Friday noon, November 14, in the Sheraton Palace hotel in San Francisco. More than 600 representatives of unions, companies and organizations are expected.

Auditors reported this week that 74.4 per cent of the goal for the five Bay Area counties had been reached with \$11,700,651 contributed or pledged.

Earlier representatives of the Alameda Central Labor Council told three recognition luncheons in the county that labor was endorsing the drive and supporting it.

CLC assistant secretary Edward Collins attended the central luncheon at the Elegant Farmer in Oakland; President Loren Blasingame of Communication Workers 9415 was labor's representative at the northern county luncheon at the Claremont Hotel in Berkeley, and Secretary-treasurer Vincent Fulco of Automobile Salesmen 1095 spoke for the Labor Council at the south county affair at the Blue Dolphin in San Leandro.

About 100 campaign volunteers attended each luncheon. Civic leaders spoke, high school bands played and beauty queens paraded.

The campaign started September 8 with an area goal of \$16,500,000 to support 180 health, welfare and recreation agencies.

Why not pass this copy of the East Bay Labor Journal to a friend of yours when you are finished reading it!

United Air Lines settles as Machinists set to strike

A new three-year contract with United Air Lines providing wage increases of more than 40 per cent plus substantial fringe benefits has been approved by some 18,000 members of Airline Employees District 141 of the Machinists who had been ready to strike on October 24.

The key category of mechanic goes from \$4.14 an hour under the old contract which expired last December 31 to \$5.62 an hour by May 1, 1971.

The increase is accomplished in five steps, two of them retroactive. The hourly increases are 46 cents last January 1, 30 cents July 1, 20 cents next February 1, 20 cents next August 1, and 32 cents on May 1, 1961.

In addition an escalator clause provides 7 cent hourly increases effective last October 1, November 1 next year and December 1, 1971. The contract expires December 1, 1971.

Key fringe benefits are a 75-per cent company paid dental

program to begin next January 1, fully paid hospital insurance now, company payment of half of the pension premiums now and full payment next May 31.

The union said the offer "goes far beyond" UAL's offer, which was rejected in May. The agreement, approved by an 87 per cent vote, was reached after the union set a strike date.

Construction board post

James L. Macpherson, regional director in Cleveland of the U.S. Mediation & Conciliation Service, will head the Washington staff of the administration's new Construction Industry Collective Bargaining Commission.

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OFFICIAL UNION NOTICES

AUTOMOTIVE MACHINISTS 1546

Regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour of 8 p.m. in our building at 10260 MacArthur Blvd., Oakland.

Fraternally,
LEVIN CHARLES,
Rec. Sec.

THE EAST BAY SENIOR CITIZENS CLUB No. 1989 to all retired members and their spouses. Dear Sisters and Brothers:

We now have a regular set of officers for the Club and are now interested in building up our membership and becoming an active and progressive club.

We are therefore asking you if you are at all interested and have nothing planned for WEDNESDAY, NOVEMBER 12, to please attend this meeting. If you have a friend who might be interested and eligible to join, please bring that person along.

One order of business at this meeting will be action on an Amendment to the By-Laws recommended by the Executive Committee.

We have a number of projects and tentative plans for the future but we do need more members in this Club to make these projects a success.

By the way, any retired member of any Union is eligible for membership in this Club.

We also plan to serve some light refreshments immediately following the meeting.

Hope to see you on Wednesday, November 12, 1969 at 1 p.m., Machinists Hall, 10260 MacArthur Boulevard, Oakland.

Fraternally,
HARRY LEAR,
Rec. Sec.

ALAMEDA CARPENTERS 194

Carpenters Local 194 meets the First and Third Monday evenings of the month at 8:00 p.m. in the Veterans Memorial Building, located at 2201 Central Avenue, Alameda.

Refreshments are served following the first meeting of the month in the Center for all present. You are urged to attend your Local's meetings.

Fraternally,
WM. "BILL" LEWIS,
Rec. Sec.

AFSCME-EBMUD 444

The next Executive Board meeting will be held Nov. 6, 1969 starting promptly at 7:30 p.m. There are important reports to be made on upcoming inequity adjustments, the upcoming officers election in December, and plans must begin soon for contract negotiation after the first of next year. It is imperative that all officers attend the meetings.

The next Membership meeting will be held on Nov. 13, 1969 starting promptly at 7:30 p.m. There will be nomination of officers for 1970. All members are encouraged to attend these meetings, especially now for the upcoming election and also to participate in our inequity adjustment progress.

Fraternally,
CHARLES E. TEIXEIRA,
Sec.-Treas.

STEEL MACHINISTS 1304

Regular meeting Thursday, November 6 at 8 p.m. Executive Board meets 6:30 p.m. The District 38 Steelworker opportunity for awards was extended from November 8 to December 1969. See your Steward or come in to the 1304 Office.

Some lucky members will receive a Ford Maverick, a three week trip to Europe, two weeks in Hawaii, a color TV, and many more valuable items. Not to mention aiding Labor's big political crisis in 1970. Give us a hand. Okay? Okay.

Fraternally,
DAVE ARCA,
Rec. Sec.

UNITED STEELWORKERS 1798

Executive Board Meeting, Friday, November 14, 1969, 8 p.m., Local Union Office, 3315 E. 14th St., Oakland, Calif.

Board of Trustees, 7 p.m. at Local Union Office.

Regular Membership Meeting, Friday, November 21, 1969, 8 p.m., Eagles Hall, 1228 96th Ave., Oakland, Calif.

The Regular Membership meeting will be held one week earlier due to the Thanksgiving holiday.

Fraternally,
EDWARD M. SOTO,
Rec. Sec.

CARPENTERS 36

The regular meetings for Carpenters Local Union 36 are held the first and third Thursdays of each month at 8480 Enterprise Way, Oakland, California 94621, at 8 p.m. Phone 569-3465.

The hours of the Financial Secretary's office are 8 a.m. to 5 p.m. Monday through Thursday. Friday the office closes at 1 p.m.

Fraternally,
ALLEN L. LINDER,
Rec. Sec.

AUTO & SHIP PAINTERS 1176

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE K. MOORE,
Bus. Rep.

AFSCME U.C. 371

The next regular meeting will be held in room 155 Kroeber Hall, on November 8, at 2:00 p.m. Executive Board meets at 12 noon. Stewards meet at 1:00 p.m.

Of special interest will be nominations of officers for the coming year, as the Nominating Committee was appointed at last Saturday's meeting.

So that you may have a say as to who will be your next year's officers, please give this important meeting a good turn out.

There may possibly be a special called meeting, to evaluate and vote on results of the Survey data, before the regular meeting, so remain alert for this eventuality.

Fraternally,
J. J. SANTORO,
Sec.-Treas.

HAYWARD CARPENTERS 1622

The office of the financial secretary is open from 7:30 a.m. to 5 p.m. on Mondays, Tuesdays and Wednesdays; from 8 a.m. to 8 p.m. on Thursdays, and on Fridays from 7:30 a.m. to noon.

The steward's meetings are held on the second Tuesday of each month at 7:30 p.m. The stewards' training program will be held in conjunction with the stewards' meeting.

Our regular meetings are held the second and fourth Thursdays of each month, at 8 p.m., 1050 Mattox Road, Hayward.

Our social event is held on the fourth Thursday of each month following our regular meeting.

The officers sincerely urge you to attend and take part in the proceedings of your Local Union.

Fraternally,
L. D. (LARRY) TWIST,
Rec. Sec.

IRON WORKERS 378

Our Regular Executive Board meetings are held on the 2nd and 4th Wednesdays of each month, 8 p.m.

Stewards meetings also are held the second and fourth Wednesdays of the month at 8 p.m.

Our regular membership meetings are held on the 2nd and 4th Fridays of each month, 8 p.m.

Fraternally,
BOB McDONALD,
Bus. Agt.

CHEMISTRY WORKERS 322

SPECIAL MEETING Thursday, November 6 at 8 p.m., Labor Temple. Second reading of proposed constitutional and bylaw changes and nominations for all elected officers save one trustee.

Fraternally,
RAY NEWMAN,
Pres.

BURKELEY CARPENTERS 1158

Regular meetings are held the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut St., Berkeley.

Be a good member. Attend union meetings. You may win a door prize.

Fraternally,
NICK J. AFDAMO,
Rec. Sec.

GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland the fourth Friday of the month, 8 p.m.

Fraternally,
WRAY JACOBS,
Rec. Sec.

PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m. in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

Fraternally,
TED E. AHL,
Sec.

PAINT MAKERS 1101

The next regular meeting will be held on Tuesday, November 18, 1969 at 8 p.m. in Hall "C" at the Labor Temple, 2315 Valdez Street, Oakland.

Fraternally,
CARL LAWLER,
Rec. Sec.

MILLMEN'S 550

Members are URGED to attend their Union Meetings and participate in the business of their Union.

There are still a few members that worked during our strike in May that have not paid their Assessment. For your protection, the Officers of this Union urge you to take care of it as soon as possible.

A REMINDER: Members paying dues and assessments are reminded that there is no more CASH being taken in the office. Please have your Check or Money Order with you when you are paying your payments to this Union.

Fraternally,
GEORGE H. JOHNSON,
Fin. Sec.

Printing Specialties strike Zellerbach, win at Guardian

Continued from page 1

30 to 43 cents more per hour, Sullivan said. Other union proposals include a short-term contract against the company's three-year offer, another paid holiday, vacation and shift differential improvements and a \$30 per month per man employer health and welfare contribution placing the present company plan which costs \$21 a month.

PLUMBERS & GAS FITTERS 444

The next regular meeting of Plumbers and Gas Fitters Local Union No. 444 will be held on Friday, December 5, 1969 in Hall A, on the first floor of the Labor Temple Building, at 8 p.m.

1. There will be the regular order of business.

The election of those members nominated as delegates to the State Pipe Trades Convention or any other conventions at the last membership meeting will be held in Room 229 on the second floor of the Labor Temple Building between the hours of 8 a.m. and 8 p.m. on this same date.

REMINDER

Also, on December 5, 1969, the Holiday checks will be passed out to the members from 8 a.m. to 8 p.m. in the Union business office, Room 212 of the Labor Temple Building.

Please make an earnest effort to attend your union meeting and participate in electing your new officers. This is a very important part of your union membership.

Fraternally,
GEORGE A. HESS,
Bus. Mgr. &
Fin. Sec.-Treas.

SERVICE EMPLOYEES 18

The November membership meeting of Service Employees' Local 18, which had been scheduled for Friday, November 28, has been cancelled because of the Thanksgiving Day holiday.

Fraternally,
VICTOR C. BRANDT,
Sec.-Bus. Rep.

SHEET METAL WORKERS 216

The regular meetings are every 3rd Wednesday of the month at 8 p.m. in the Labor Temple.

Fraternally,
ROBERT M. COOPER,
Bus. Rep.

BARBERS 134

The regular November meeting will be held on November 20, 1969 in Room H of the Labor Temple, 23rd and Valdez Streets, Oakland.

Dues and assessments are due on or before the first day of the month for which they are due. There will be a \$1 assessment on the second notice or bill.

Officers will be nominated at our November meeting. Because of the Thanksgiving holiday on the fourth Thursday of November, the meeting will be held on Thursday, November 20, 1969. Please take notice!

Fraternally,
JACK M. REED,
Sec.-Treas.

PRINTING SPECIALTIES 678

Meeting second Thursday of the month at 8 p.m. in Cannery Workers Hall, 492 C Street, Hayward, Calif.

Fraternally,
JOSEPH CABRAL,
Sec.

SCHOOL EMPLOYEES 257

The next regular meeting of the Oakland Unified School Employees Union No. 257 will be Saturday, November 8, 1969 at 10:30 a.m. at the AFUMEC Hall, 3256 East 14th St., Oakland, California.

The Executive Board will meet at 8 a.m.

Mr. "Marty" Martinez is the Local's Interim Business Representative. He can be reached by phone 357-0952 for business of the Local.

Second nominations for officers for 1970-71, November Meeting.

General election at December meeting, with run-off if necessary at the January meeting.

Also nominations for One Trustee and election at November meeting as Brother Lawrence Murphy's term expires December 31, 1969.

Fraternally,
HAROLD BENNER,
Exec. Sec.

posals include a short-term contract against the company's three-year offer, another paid holiday, vacation and shift differential improvements and a \$30 per month per man employer health and welfare contribution placing the present company plan which costs \$21 a month.

Besides the 10 per cent raise, Guardian Packaging employees got another holiday, three weeks vacation after seven years service and four weeks after 12 years, inclusion of overtime in the percentage of hours worked on which vacation pay is figured, raises to 13 cents per hour for swing shift and 23 cents for graveyard shift in shift differentials, a 50-cent per hour raise for maintenance work plus a \$5 maintenance scale for new assembly. Their contract is effective November 1 for 18 months.

Zellerbach workers voted 119 to 11 to reject the company's proposal and struck November 1. Their contract's anniversary date was October 1, and no settlement had been reached in eight negotiation meetings.

Opposition grows to Haynsworth; Senate vote near

As Washington observers predicted the Senate would vote in mid-November on President Nixon's Supreme Court nomination of Judge Clement F. Haynsworth Jr., opposition continued to grow.

Haynsworth has been under attack since his nomination over charges of conflict of interest and anti-labor, anti-minority attitudes.

Latest to oppose him was the board of governors of the American Trial Lawyers Association. It voted 2 to 1 after a sample poll of association members was overwhelmingly against Haynsworth.

Another Republican Senator came out against GOP President Nixon's nomination. He is Senator Richard S. Schweiker of Pennsylvania who said that he has rejected strong White House pressure for Haynsworth and would vote against confirmation.

Democratic California Senator Alan Cranston told labor representatives who had inquired of his position that he too would vote against Haynsworth. He has asked Nixon to withdraw the nomination, he said.

Nixon stubbornly announced he would stick with Haynsworth and AFLCIO President George Meany, a leading force in the anti-Haynsworth drive, retorted that the AFLCIO considers Haynsworth "not fit to be on the Supreme Court and nothing Nixon said has changed that belief."

The AFLCIO revelations that Haynsworth was an officer of Carolina Vend-a-Matic Co., which did business with the Deering Milliken textile firm for which Haynsworth ruled in a labor case, sparked the opposition.

Union Label Yule cards available

Union label Christmas cards may be selected and ordered at the Central Labor Council or the East Bay Labor Journal, 1622 East 12th Street, Oakland.

Cards offered are from the American Artists Group and a choice selection from other collections—all with the union label.

Time is running out. Make your selection now and order your cards, either imprinted or plain, before the last minute, worrisome rush.

I AM MOVING

Effective _____ I am moving to a new address.

Name _____ Union No. _____

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EAST BAY LABOR JOURNAL



FOUNDED APRIL 3, 1926 . . . Only Official
Publication of Central Labor Council—AFL-
CIO and Building Trades Council of Alameda
County AFLCIO.

43rd Year, Number 34

November 7, 1969

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Supreme Court strikes down integration delay

The United States Supreme Court has ordered an end to 15 years of delays in the elimination of segregated—and thereby unequal—education. And in its history-making decision of last week, the high court has dealt a damaging blow to the Nixon administration's pose of sweet reasonableness between two unwise extremes.

The Supreme Court unanimously found no merit in the government's case that still more delay was necessary in desegregating school districts in white supremacy Mississippi, whose representatives stood with those of the Nixon administration in asking for yet another postponement.

We agree with the President that those who want "segregation forever" should be opposed. But his coupling them with those who want integration now as "two extreme groups" overlooks the fact that the original Supreme Court order to end segregation was issued in 1954—15 years ago. The court then called for action "with all deliberate speed," and 15 years is deliberate enough.

The court said clearly that the era of "deliberate speed" is behind us. The court voted unanimously—and remember that it is now headed by Nixon's choice for Chief Justice—that there must be integration now. This classifies the court in Nixon's definition as part of an "extreme." That is a ridiculous thought and if there is any "extreme" represented in the present picture it is the President's extreme desire to pose as a moderate while giving aid and comfort to those real extremists who want to postpone and postpone, forever if possible, the time of real school integration.

We pointed out in September that the Nixon administration's withdrawal of desegregation plans for Mississippi meant at least one more year of separate and inferior education for one group of children. That separate and unequal education is based on just one thing—the accident of history that the ancestors of the discriminated-against children lived for many thousands of years in a hot climate where for humans to survive their complexions must be dark.

Inferior education, we noted then, produces adults less able to fend for themselves, less likely to realize their full potential as citizens, and imposes a heavy burden on the rest of the community. This now is something which as equal education is enforced will be eliminated.

We agree with the National Association for the Advancement of Colored People, which brought the Supreme Court action ordering integration now, that those school officials who cling to "deliberate speed" as an excuse for inaction are violating the law.

And the sooner segregation is abolished in our nation's schools the sooner will the disparities and strife among various groups be ended.

Public workers and unions

Speakers at the recent University of San Francisco conference on new conditions and new ways of collective bargaining pointed out that a major new element in labor-management relations is the drive of public employees for union bargaining.

Director J. Curtis Counts of the Federal Mediation & Conciliation Service put his finger on one source of difficulty for government and government employees. The "absence of any formalized process for (union) recognition in many state and local situations" threatens trouble, he pointed out.

Coupled with that lack is the lack of machinery for settling disputes, he added.

Other speakers emphasized that public employee-management relations are hampered by lack of knowledgeable management negotiators and refusal of governing bodies to give their collective bargaining spokesmen real authority to negotiate.

These warnings are very much in point and California and Bay Area unions have seen situations to which they refer. The state itself is a major offender, without provision to recognize the organizations of its employees and with a governor who finds collective bargaining for public officials offensive—two elements which indicate trouble.

Paradoxically, the state has legislated permission for smaller units of government to recognize employee unions and bargain with them. The fact that some such units have had to be shown by strike that their employees want and are going to have collective bargaining is unfortunate but, at least those agencies have learned that lesson.

It would seem incumbent upon the state to give its own employees the rights it has given those of local government. And local governments which have not yet done so should face up to the fact that bargaining for their employees is here to stay.

'A Bit Big for You, Isn't It?'



- LETTERS TO THE EDITOR -

'... will be even louder'

Editor, Labor Journal:

The October 15 Moratorium Against the Viet Nam War showed that millions of Americans want American troops out of Viet Nam now. In particular working men and women who daily keep this country and its institutions running, are beginning to stand up and oppose this dirty war for which they must bear the heaviest cast. The people whose sons are dying and whose pockets are being emptied to support a brutal, anti-democratic foreign policy are beginning to stand up and say NO! Unfortunately, it is not enough merely to say no to the government and its foreign policy.

On November 14 and 15, the statement of the people will be even louder. In San Francisco, on Saturday, November 15, there will be a march, expected to be the largest anti-war march ever seen. Workers, trade unionists from all over the West Coast will participate: there will be a labor contingent organized by the Labor Assembly for Peace which will assemble at Steiner and Geary at 8:30 a.m.

But, perhaps more importantly in the long run, if we are really to affect the policies of this government, is what will begin to happen on November 14. Many trade unionists are proposing that organized workers begin to bear their real power on this issue. Together, we run this country (though not for ourselves). Collectively, by withdrawing our labor, we have the power to stop the war machine. As a beginning, a one-day work stoppage on November 14 can not be merely a statement of our sentiments, but a declaration of our seriousness. If we, the American people want peace, we have a right to fight for it—the same way working men and women fought for their rights to organize in the first place. By getting together on the job and fighting together for the kind of world we want.

Many thousands probably will march on Saturday, November 15. Hundreds will stay out of

work on November 14. This should be seen as only a beginning — looking forward to the time when we who labor to produce the goods and services of this society also will be able to decide how it is run. We have the power, all we need is the will.

MICHAEL FRIEDMAN,
AFSCME 1695

★ ★ ★

Cannot disagree

Editor, Labor Journal:

In regard to the letter from Mr. Jim Dahl, October 24, 1969, I cannot disagree with anything he says.

However, the "Rightwing" faction in this country has become associated with anti-Negro, pro-discrimination thought. As a result, this group is represented as pushing for a militaristic repressive state.

No comparisons are necessary when speaking of this country's government because we are working toward a new vision of freedom for all, "Rightwingers" and "Leftwingers" together.

STEPHEN H. CONFER
San Francisco

★ ★ ★

Comment on ex-actor

Editor, Labor Journal:

The Man has again shown his "foot-in-mouth" technique, by expressing support of Vice President Agnew's tirade against war demonstrators.

Apparently, his movie roles of "Indian Chasing" has caused him to be imbued and engrossed with an extremely aggressive syndrome.

Perhaps more progress would have been made in Viet Nam, after all this time, had two such individuals been employed instead of the enormous numbers of American youths, who have been so frightfully slaughtered in vain.

Such an endorsement is, of course, applauded by many of the aristocratically-oriented elements; who would subvert democratic concepts and principles

for the dubious distinction of belonging to the "Elite Class."

From where else could an astute politician aspire to such necessarily large campaign funds?

Do such materialistic shenanigans support proof of honest concern, when the very fabric of our society is being allowed to be destroyed by dry rot?

NATHANIEL F. DICKERSON,
U.C. Employees Local 371

★ ★ ★

The Philadelphia Plan

Editor, Labor Journal:

So, now we have the Philadelphia Plan, another political pancea. In the twenties we had the (so-called) American Plan, a device so un-American it failed in its objective.

Labor proved that it was economically and politically destructive.

The Philadelphia Plan, in my opinion, is but another attempt to discredit the labor movement.

To think that we have in the Labor Department a member of Government who suggests that a qualified mechanic can be made in 8 to 10 weeks of instruction, is something to think about.

One wonders if the qualifications for his position in the Government was of the same duration.

He further suggests that the Contractor be the sole judge of a man's qualification for the job—how naive.

Contracting is a highly competitive business, in submitting a bid he, the contractor knows that he must have qualified men to process the job—or he becomes a dead duck financially.

Probably if he, the contractor, was subsidized by the Government he could afford to condone such a program with O-P-M—other people's money.

Why can't the government come up with something constructive for a change.

A. H. DARRIMON,
Retired member,
Plumbers & Gas
Fitters 444

8-week Nabisco strike wins big pay, fringe increases

An eight-week nationwide strike of American Bakery & Confectionery Workers against Nabisco ended this week with a new two-year contract involving an estimated 61 cents an hour in wages and fringes.

Fifty members of Local 125 went back to work in the Oakland Shredded Wheat plant, only Nabisco factory in Northern California. Three Bay Area warehouses which their pickets had shut down were also reopened.

The new agreement, covering 9,000 workers in the nation, provides wage increases of 27 cents an hour, retroactive to September 1, and 20 cents an hour in the second year.

Fringe benefits include Good Friday as a tenth holiday and improved health and pension programs. Workers are guaranteed fully-paid hospital board and room for 70 days and a full pension when age and years of service equal 90.

Union management conferences were scheduled to negotiate a better pension before next September. The maximum now is \$175.

Local 125 members work in the Shredded Wheat factory and warehouse in the Port of Oakland. Their pickets also shut down Nabisco warehouses in San Francisco and Emeryville.

from the EDITOR'S CHAIR

Continued from page 1

ior Senator who is senior both in age which is 67 and in a place on the public payroll which goes back to 1964.

He comes up with a nasty little amendment to the anti-poverty appropriations bill to allow state governors a veto over any legal services programs like CRLA and a veto over what kind of legal services they can provide.

I leave it up to you to decide how things might have gone when Ronald slashed away so much MediCal service to the

poor if he then had had the veto power which Murphy wishes to give him.

The Murphy amendment has passed the Senate by a narrow margin, and it's up to our Congressmen to kill it, so write them a letter.

Same old story--Oakland schools hunt for a chief

The Oakland Board of Education is searching, for the third time this year, for a new superintendent of schools and again ignoring insistence of the Oakland Federation of Teachers and the Black Caucus that they be included in the process.

"If the board doesn't change, it will go on having people turn them down," said OFT President Dave Creque.

Both of the board's previous selections this year have rejected the job.

Most recent was Dr. Ernell Watson, black school superintendent in Trenton, N.J. He refused what he called a "once in a lifetime" opportunity last week after he was visited by Black Caucus representatives.

Last spring Dr. James I. Mason of Las Vegas reneged on a \$42,500 contract with the Oakland school department after the method of his selection came under fire from teachers and community and he became involved in a possible conflict of interest book buying operation.

Despite repeated protests from the Teachers Union and the Black Caucus, Board President Ann Cornelle insisted the board followed correct procedures in its choice of Dr. Watson. She indicated no major change in the third hunt.

"Regardless of whom they select they are making a serious mistake by not involving all interested parties," Creque said, "If they do select a good superintendent, it will be in part because of the rigorous criteria which the Teachers' Union impressed upon the board's selection committee."

We're richer than Reagan told us

California ended the last fiscal year with \$92,700,000 more than the Reagan administration estimated for the Legislature during budget deliberations in May, State Controller Houston Flournoy disclosed Monday.

The actual budget surplus was \$537,100,000 which, less the \$140,000,000 nest egg the Reagan administration holds back for fiscal emergencies, is \$343,000,000 or \$92,000,000-plus over the \$250,400,000 the department of finance estimated.



A NEW EXECUTIVE order on federal labor-management relations was signed by President

Nixon during a White House meeting with the AFL-CIO executive council.

New U.S. employee order

President Kennedy's famous Executive Order 10988 of 1962, under which unions now represent 1,416,073 federal workers, is being replaced by President Nixon's Executive Order 11491.

Nixon's order, which will go into effect next January 1, makes significant changes in federal labor-management.

It creates a Federal Labor Relations Council to administer the program now handled by various agencies, and a Federal Service Impasse Panel to help resolve disputes.

The nebulous categories of "informal" and "formal" recognition of unions will be abolished. This leaves only "exclusive" recognition, granting national consultation rights short of actual negotiation.

Exclusive recognition will be granted only through secret ballot representation, but the 60 per cent vote of eligibles will no longer be required. The existing option of card checks will be eliminated.

Lou Kovacevich, Steamfitter aide, succumbs at 55

Lou Kovacevich, business representative of Steamfitters 342 for 20 years, died suddenly at his Oakland home last Saturday, November 1. He was 55.

Kovacevich was initiated into Local 6 in Winona, Mich., in 1943 and became a member of Local 342 in April 1944.

After serving on the executive board of the local and as its vice president, he became a business agent in 1948, a post he held at the time of his death.

Kovacevich was born in Lead, S.D. He is survived by his widow, Lillian; a son, Pete; and two daughters, Christine and Dena Kay.

The rosary was read Wednesday at the Chapel of the Oaks. Funeral services were at 9 a.m. Thursday at St. Augustine's Church in Oakland with interment in St. Mary's Cemetery.

Checkoff rules are continued but union security arrangements will be prohibited.

New regulations comparable to Landrum-Griffin provisions will govern internal union affairs.

Apprentice Council sets guidelines

Continued from page 1

apprenticeship committees had an unrivaled record of increasing minority participation in apprenticeship.

Along with its application guidelines, the council upheld the protest of four black apprenticeship applicants that a San Francisco JAC asked irrelevant questions in tests and demanded a too-high score.

As a result three of seven parts of the test were eliminated and the score to attain eligibility was reduced from 35 to 24. Eliminated were such items as word comprehension and mechanics involving understanding of machinery operation while applicants still must be tested on arithmetic, patterns, assembly and identification of components of equipment.

A council dinner heard former State Senator and San Francisco Mayor John F. Shelley and former Assemblyman Thomas Maloney, co-authors of the 1939 Apprentice Labor Standards Act.

During the council meeting, Sam Swisher of Machinists 824, Richmond, took over as chairman of the Greater East Bay Apprenticeship Council from Gardner Morse, an employer representative.

Kaiser strike goes into eighth week

The strike of 160 members of Steelworkers 7631 against the Kaiser Aluminum can plant in Union City is in its eighth week with no sign of a settlement.

Mediation sessions held last week produced "nothing fruitful" a Steelworker spokesman said.

The company's last announced offer was for low paid conditions existing in two plants at Jacksonville, Florida and Houston, Texas which are as much as 50 cents an hour below those in the Bay Area.

Dave Arca and Bill Stumpf, Steelworkers delegates, told the Alameda County Central Labor Council this week that a critical issue is management's insistence on scheduling the work week to begin on any day, with resulting straight time for weekend work.

They alerted the council that the union may ask help from the labor movement if the Kaiser stalemate is not broken soon.

Big crowd due to hear Muskie at Cohelan dinner

A capacity crowd was expected to hear U.S. Senator Edmund S. Muskie speak next Friday, November 14 at an Oakland dinner honoring Alameda County Congressman Jeffery Cohelan.

The \$25 a plate dinner was endorsed by the Alameda County Central Labor Council. It is set for Goodman's Hall, Jack London Square.

Muskie is to discuss the crises of alienated youth and of its cities. Last year's Democratic Vice Presidential candidate, the Maine Senator has been widely regarded as a potential Presidential candidate in 1972.

Reservations for the dinner are available by writing to the Jeffery Cohelan Testimonial Dinner Committee, P. O. Box 2040, Oakland, or phoning 451-4774.

Support asked for minority class

Unions affiliated to the Alameda County Central Labor Council should nominate members for the new labor-sponsored University of California course in union leadership for minority persons, Executive Secretary-Treasurer Richard K. Groulx told the council this week.

The course will begin next March with 20 or 21 students and, said Groulx, "I'd like to see the unions represented here propose at least 20 applicants."

Local union participation will indicate full support and will involve union action in gaining time off and leaves for minority members to attend the class without loss of job rights, he noted.

All affiliated locals are to get letters describing the program and asking support, he said.

Auto Salesmen win vote in Livermore

Salesmen at Abbes Volkswagen in Livermore have voted 5 to 1 in a National Labor Relations Board election to be represented by Automobile Salesmen 1005. Management has agreed to sign the area agreement, effective November 1, Secretary Vince Fulco reported.

In Oakland, Fulco said, Local 1095 will post informational pickets at Grand Chrysler-Plymouth, 575 West Grand Avenue, by this week-end unless the firm meets area standards. Grand, formerly J. E. French, is staying open six nights a week and Sundays, in violation of the agreement which covered its predecessor, Fulco said.

'Veto in advance' by Nixon threatens postal pay hike

Postal workers are appealing to the Senate for an overwhelming vote in favor of a House-approved pay raise bill which President Nixon has threatened to veto. Two postal unions said some fulltime postal employees are on welfare to make ends meet.

The Nixon threat, which President James H. Rademacher of the National Association of Letter Carriers called the "crudest form of blackmail," came just before the House voted 310 to 52 for the bill authorizing a 5.4 per cent pay hike for postal employees.